



**TRAINING PROPOSAL FOR
The Coca-Cola Company
17-0734**

Delegation Order Date: 08/25/2017
Regional Office: Sacramento Regional Office
Analyst Name: Jordan, Dumaurier
Type of Proposal: Single Employer Contract (SE)
Funding Source: OSC

FUNDING OVERVIEW:

TOTAL ETP FUNDING: \$66,528.00				
Training Cost	Admin Cost	Support Cost	Substantial Contribution	Total In-Kind
\$57,851.00	\$8,677.00	N/A	\$0.00	\$107,000.00

PROJECT PROFILE:

Repeat Contractor:	Yes			
Estimated Number of Trainees:	154	High Unemployment Area:	No	
No. of Employees: (Applicant)	State:10000 US:123200 WorldWide: 123200	Turnover Rate: (Applicant)	5.40%	

Industry Sector(s)	Priority Industry
Manufacturing	Yes

FUNDING DETAILS:

Funding	Group No.	Attributes	Estimated No. of Trainees	Weighted Average Hours	Reimbursed Rate	Average Cost Per Trainee
OSC	1	S-RET	154	24	\$18.00	\$432.00
		Total:	154			

TRAINING PLAN OVERVIEW:

Job Title	County of Workplace Location	Number of Trainees	Training Hours (Min-Max)	Wage Waiver	ETP Min Wage	Base Wage Range	Health Benefits Used	Contract Standard Min Wage
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Group #: 1	Attributes: S-RET					Reimbursement Rate: \$18.00		
Administration	Napa County	10	8-200		\$16.16	\$17.69 - \$37.07	0.00	\$17.69
General Production Operator	Napa County	80	8-200		\$16.16	\$13.94 - \$25.96	0.00	\$16.16
General Warehouse Technician	Napa County	18	8-200		\$16.16	\$20.87 - \$38.78	0.00	\$20.87
Maintenance Manager	Napa County	1	8-200		\$16.16	\$34.66 - \$64.33	0.00	\$34.66
Maintenance Technician	Napa County	19	8-200		\$16.16	\$17.40 - \$38.78	0.00	\$17.40
Quality Assurance Technicians	Napa County	9	8-200		\$16.16	\$14.28 - \$36.68	\$1.88	\$16.16
Site Operational Excellence Lead	Napa County	1	8-200		\$16.16	\$31.35 - \$58.17	0.00	\$31.35
Supervisors	Napa County	10	8-200		\$16.16	\$25.53 - \$54.71	0.00	\$25.53
Water Treatment Technicians	Napa County	6	8-200		\$16.16	\$17.40 - \$32.31	0.00	\$17.40

Legend of Attributes	
Code	Description
S	Single Employer Contract
RET	Retrainee

INTRODUCTION

The Coca-Cola Company (coca-cola.com) dba AmCan, seeks ETP funding to train its employees at AmCan Beverages (AmCan) located in American Canyon. The Coca-Cola Company acquired AmCan Beverages in 2010. AmCan, founded in 1994, operates as a nationwide manufacturer of beverage bottles and containers.

Training will be conducted on-site at the American Canyon location.

AmCan meets the Panel's Out-of-State Competition (OSC) requirements.

Training will be conducted at the following location(s): American Canyon

Products / Services

Beverage products include Iced tea and fruit drinks, bottled and canned under the Coca-Cola label.

Customer Base

The Company's customer base includes retail stores such as Costco, Walmart, Sam's Club, and Bunzi Papercraft.

PROJECT DETAILS

Purpose of Training

This will be AmCan's first ETP funded Agreement. Training will focus on new equipment that will be purchased during the duration of the agreement. Currently, the Company purchases beverage containers from external vendors. To be less reliant on suppliers, containers will now be produced in-house. The Company has purchased the following new equipment for AmCan operations: Krones In-Line Blow Molders (June 2017), Membrane Bioreactor (December 2017), and new Labler machines (early 2018). Training will provide staff with the skills necessary to operate this equipment in the most efficient manner.

All production staff will receive Lean manufacturing training. Staff will also receive training on communication, conflict management and leadership skills to promote a more positive working environment.

TRAINING DETAILS

Training Infrastructure

An in-house Trainer-Communications Coordinator will oversee this project. The Company already tracks training and this will be an extension of the current process.

Location	Substantial Contribution	Level Of Reduction
AmCan Beverages	\$0.00	0.00%

TRAINING PLAN

The following types of training will be provided:

Training Curriculum		
Delivery Method - Type	Training Type	Training Level
Classroom/Simulated Laboratory	Business Skills	
Classroom/Simulated Laboratory	Computer Skills	Standard
Classroom/Simulated Laboratory	Continuous Improvement Skills	
Classroom/Simulated Laboratory	Green/Clean Skills	
Classroom/Simulated Laboratory	Hazardous Materials Skills	
Classroom/Simulated Laboratory	Management Skills	
Classroom/Simulated Laboratory	Manufacturing Skills (ME)	Advanced Technology
Classroom/Simulated Laboratory	Manufacturing Skills (ME)	Safety - General
Classroom/Simulated Laboratory	Manufacturing Skills (ME)	Standard
E-Learning - Computer Based Training (CBT)	Business Skills	
E-Learning - Computer Based Training (CBT)	Computer Skills	
E-Learning - Computer Based Training (CBT)	Continuous Improvement Skills	
E-Learning - Computer Based Training (CBT)	Green/Clean Skills	
E-Learning - Computer Based Training (CBT)	Hazardous Materials Skills	
E-Learning - Computer Based Training (CBT)	Management Skills	
E-Learning - Computer Based Training (CBT)	Manufacturing Skills (ME)	Safety - General
E-Learning - Computer Based Training (CBT)	Manufacturing Skills (ME)	Standard
E-Learning - Instructor Led/Distance Learning	Business Skills	
E-Learning - Instructor Led/Distance Learning	Computer Skills	Standard
E-Learning - Instructor Led/Distance Learning	Continuous Improvement Skills	

E-Learning - Instructor Led/Distance Learning	Green/Clean Skills	
E-Learning - Instructor Led/Distance Learning	Hazardous Materials Skills	
E-Learning - Instructor Led/Distance Learning	Management Skills	
E-Learning - Instructor Led/Distance Learning	Manufacturing Skills (ME)	Advanced Technology
E-Learning - Instructor Led/Distance Learning	Manufacturing Skills (ME)	Safety - General
E-Learning - Instructor Led/Distance Learning	Manufacturing Skills (ME)	Standard

Turnover Rate

ETP funds training for stable, secure jobs. Employer's turnover rate cannot exceed 20% for the facility where training is requested, as measured in the 12 months during proposal development.

Turnover Rate		
Location	City	Turnover Rate Percent
AmCan Beverages	American Canyon	0.00%

Advanced Technology

The following occupations will receive AT training:
Maintenance Technicians.

Advanced Technology Justification

Maintenance Technicians will receive training on programming and coding the new production equipment, using RSLogix software. As properly programmed, the equipment will control flow rates, temperatures, valves, and pressures at various stages of the manufacturing process. The trainer-to-trainee ratio will not exceed 1:10 for Advanced Technology training.

SUBCONTRACTOR

PERFORMANCE

Active Contract

The Coca Cola Company currently has an active Contract for their Rancho Cucamongo location. The contract terms in August 2018. Based on ETP database, they have uploaded 206 hours out of an estimated 3,885 (5%) of approved funding.

RECOMMENDATION

For the reasons set forth above, staff recommends approval.